



BRAC FACTS

TEAMWORK

CARING

PRIDE

Volume 2
March 2, 2006

Also Inside:

Frequently
Asked
Questions
Page 2

New 'Leave
Restoration'
Rules
Page 3



The next
Monroe
Information
Meeting is
scheduled for
1 p.m., March
8, at the
Video-
Teleconf-
erence Center
(Building 266),
across the
street from
the Post
Office

Open Lines

Of Communication

A Message from the Garrison Commander

Open lines of communication are essential to the success of any mission.

For example, it would be difficult – if not impossible – to successfully develop and manage the many programs that promote “well-being” at Fort Monroe without input as to what our workforce and families truly need. And the command owes the community frequent and timely feedback not only to increase awareness but also to foster a sense of teamwork and esprit de corps.

Fort Monroe offers several programs that promote the open flow of communication. These programs are especially important to our Base Realignment and Closure mission. Our success in “taking care of people first” starts with our ability to address questions and concerns early and keep the community abreast of current activities, plans and policies that affect the near- and long-term future.

In this edition of BRAC Facts, I would like to review the programs that promote open communication on the installation and encourage participation by each member of the community.

Monroe Information Meetings

Scheduled on the second Wednesday of each month, the MIM offers a quick overview of current and near-future programs/projects that impact the community. Presentations are made by representatives from each of the garrison’s key support agencies. The MIM is intentionally limited to one hour to keep discussions brief. Each participant receives an information packet that supports or augments the presentations.

The MIM is conducted at the new Video-Teleconference Center (Building 266) across the street from the post office. While seating is limited, there is plenty of room for at least one participant from each office on the installation, to include tenant organizations and housing area mayors. The next MIM is set for March 8 from 1 to 2 p.m.

Interactive Customer Evaluation (ICE) System

Just over a year ago, Fort Monroe adopted the automated DoD customer comment system called ICE. It is accessible via the internet (a direct link can be found on the Fort Monroe homepage – www.monroe.army.mil/monroe), and it can be used by anyone in the community.

ICE simplifies the customer feedback process with easy-to-navigate menus and “point-and-click” surveys. Users can rate service providers – from MWR and billeting to finance and civilian personnel – they have encountered at military installations and/or related facilities around the world. The system also allows the customer to provide recommendations for improving/expanding a service. In most cases, the appropriate facility director and/or command staff member will see an ICE comment or

Continued, Page 4



Frequently Asked Questions

TEAMWORK

CARING

PRIDE

The following questions and answers about Fort Monroe's closure are meant to inform community members and help them discuss the BRAC process more accurately, which, in turn, discourages rumor and exaggeration. Please keep in mind that the answers given are based on planning data that is known at this time, and the information is subject to change.

Q: Why did the Department of Defense recommend Fort Monroe's closure to the BRAC Committee?

A: Military value was the primary consideration. In assessing the installation's usefulness, DoD determined that Fort Monroe's operational potential is significantly limited in light of the availability and condition of the land, facilities and associated airspace to accommodate contingency, mobilization, surge and future total force requirements.

Q: In what order will post facilities be shut down? Who will be the last to go?

A: Pending Army level approval, HQ TRADOC, NERO, NETCOM and ACA are scheduled to move to Fort Eustis in FY2011. Army Accessions and Cadet Commands will move to Fort Knox in FY2010. Other tenants will move according to their own schedule, some leaving as soon as FY2009, but all will depart NLT FY2011.

Q: What percentage of the Fort Monroe workforce will be moved to Eustis? To Fort Knox?

A: Roughly two-thirds of the positions moving off of Fort Monroe will remain in the Tidewater Area. Accessions Command and Cadet Command will move to Fort Knox.

Q: What's the latest update on special pay incentives (aside from VSIP/VERA) for key employees who choose to stay on the job until later in the BRAC process or until the installation closes?

A: Currently awaiting the delegation of approval authority from IMA to the Garrison Commander. We are also awaiting DoD/DA approval of implementation of new OPM options — lump sum payment (after a designated/agreed upon period of service) versus the current bi-weekly option.

Q: What is the final step in the closure process? Does the garrison commander hand over keys to someone or do we just walk away?

A: The final procedure for closing the installation has not been identified at this time. However, a Caretaker workforce will remain behind until the property is turned over to the redevelopment authorities.

Q: Who will have responsibility for security of the grounds once the Army leaves?

A: The Caretaker workforce.

Q: What will become of all the national historic buildings on Fort Monroe?

A: Because this installation is a National Historic Landmark, many buildings should remain intact in accordance with requirements established by the Secretary of the Interior. Any modifications to designated historic landmarks must be coordinated or approved by the State Historical Preservation Office.

Q: How much does the Army spend on the upkeep of Fort Monroe's administrative buildings, military quarters and historic sites?

A: The FY06 budget requirements are as follows: **Administrative buildings - \$12.2 million** (\$5.8 million maintenance and repairs, \$2.2 million engineer civilian pay and equipment maintenance, \$4.2 million utilities with \$1.1 million for privatization of electric, water and sewage distribution systems; **Army Family Housing - \$2.7 million** (\$1.8 million for maintenance and repair, \$.4 million for AFH civilian pay).

Q: Is the City of Hampton going to take over Fort Monroe?

A: The City of Hampton is recognized by the federal government as the Local Redevelopment Authority (RDA). There has been no decision made at this time as to which non-federal entity will ultimately "take over" Fort Monroe once the Army and Department of Defense officially relinquish the property.

Q: What is Fort Monroe's role in the redevelopment stage of the base closure process?



Frequently Asked Questions

TEAMWORK

CARING

PRIDE

A: The Department of Defense does not decide the reuse of former military installations. Once the property is declared surplus to the needs of the federal government, it is the job of the local community, through its designated Local Redevelopment Authority, to plan for the reuse of the surplus property. Fort Monroe, therefore, has no active play in redevelopment initiatives. The City of Hampton's Federal Area Development Authority (FADA) will manage the redevelopment of Fort Monroe. However, the fort does have an active role in facilitating redevelopment by sustaining an appropriate exchange of information, good environmental stewardship and quality infrastructure until closure.

Q: How far down do engineers have to dig to find unexploded ordnance and what determines the depth of the overall cleanup?

A: Munitions have been discovered at ground level and several feet below the surface. Fort Monroe has been continuously built up over time and munitions that were just below the surface in 1865 could possibly be as much as ten-plus feet below grade. As for the depth of cleanup; according to DoD guidance, real property that is known to be contaminated with ordnance or chemical agents must be remediated (cleaned) with the most appropriate technology to ensure protection of the public consistent with the proposed end use of the property. If future planning calls for "unrestricted reuse" -- that is commercial or residential use in which subsurface construction activity will occur -- the land could be cleared up to depths of 10 feet, depending upon site-specific conditions. Cleanup depths can be less for other uses like surface recreation (a park), farming or grazing.

Q: What are the cost-saving estimates for past BRAC rounds?

A: Army net savings through FY 2004 is approximately \$4 billion and savings continue to accrue at about \$900 million annually. The recurring savings come from avoidance of base support costs.

Q: What is the status of past BRAC closures?

A: As of July 13, 2001, the Army completed all 112 closures and 27 realignments of the first four rounds of BRAC. These closures and realignments mean all military functions have ceased or were moved to another installation within the legislative timeframes of the BRAC laws. Environmental remediation and real property disposal actions continue at some locations.

Q: How long will the post continue special events like Music Under the Stars and the summer concerts?

A: The Music Under the Stars concerts will continue for the foreseeable future. MWR is currently planning two concerts this summer. One will take place on the Fourth of July and the other is projected to take place in August.

(Do you have a question about BRAC that you would like to see addressed in a future issue of BRAC Facts? If so, please contact the Fort Monroe Public Affairs Office at 788-3206 or send an email to either of following addresses: mike.hodson@monroe.army.mil or wayne.kanoy@monroe.army.mil.)

DoD issues new guidance on BRAC annual leave restoration

According to a recent Department of Defense announcement, all government affiliated activities on Fort Monroe are now entitled to annual leave restoration. This includes activities scheduled for "realignment" or "relocation" in compliance with the BRAC statute.

The new ruling rescinds an earlier decision that excluded employees "assigned to organizations or functions located at closing installations but designated to continue operations after the activity's closure." Employees who were expected to relocate within the commuting area as a result of BRAC were also previously excluded.

Details about the new ruling can be found at www.cpms.osd.mil/fas/pay/pdf/brac_faqs.pdf. Fort Monroe CPAC also anticipates further clarification from the Department of Army to help them properly administer the new rules and further advise impacted employees.



Commander's Message

TEAMWORK

CARING

PRIDE



Col. Jason T. Evans
Garrison Commander

"Close to \$30,000 was recently invested into Fort Monroe Command Channel 47 to expand its capability and bring a wider variety of programming to on-post viewers."

Continued from Page 1

complaint within minutes of submission (during regular duty hours, of course). If the customer requests a reply, he or she should see some sort of response within seven calendar days.

Fort Monroe Homepage

A calendar of major post events and an operational status box, which is used to announce post closures or weather delays, are just two of the important information tools that can be found on the Fort Monroe homepage (www.monroe.army.mil/monroe).

The page also includes important links like ICE and the MWR-Ezine, environmental tips, a listing of adverse weather procedures, a newly added POV inspection checklist, the Fort Monroe Strategic Plan, important dates in our history, and much more. In the future, special web pages containing BRAC information may also be created and linked to the homepage.

Command Channel/Casemate

The Casemate newspaper is the command's best tool for disseminating detailed information about current BRAC guidelines/programs and the latest developments. The paper is distributed through post distribution and via newsstands at high-traffic locations (fitness center lobby, exchange mall entrance, parking lot entrance to Craven Clinic). Readers are highly encouraged to contact the paper with story ideas and/or questions about BRAC. The phone numbers are: 788-3520 or 3531.

Close to \$30,000 was recently invested into Fort Monroe Command Channel 47 to expand its capability and bring a wider variety of programming to on-post viewers. The new channel will be activated in a matter of days (pending the installation of a backup generator). Weekly programming will include Pentagon Channel broadcasts, the Army News Service, locally produced news interviews, rebroadcasts of ethnic observance presentations and the traditional community calendar that highlights upcoming events. The channel is co-managed by the TRADOC and Fort Monroe Public Affairs Offices. As the installation moves closer to its relocation and final closure phases, the command will surely take advantage of the immediate broadcast capability afforded by the channel.

Chain of Command

As always, your chain of command is the most important tool for maintaining open lines of communication. That may seem like an overly obvious statement, but I'm often surprised by the number of employees who claim they are being "kept in the dark." To put it quite simply ... if you don't know, ask. There is no need to wait for the next employee town hall meeting or some other community forum if you have questions about a BRAC issue or future employment programs. Speak up.

Local Media Outlets

While this does not directly relate to "open lines of communication" on the installation, I encourage the workforce to pay careful attention to the BRAC-related stories published by civilian media. The goal is awareness – we cannot afford to be caught off guard if approached by the media and asked to make a comment that may fuel speculation or rumor.

Each employee should also know that they have the right to refuse a media interview at any time, regardless of the circumstance. If you do choose to respond to a reporter's questions, stay in your lane. Do not be led into discussions about unknown facts such as the anticipated cost savings of BRAC, future land usage, cleaning up unexploded ordnance, and so forth. Usually, your best option is to refer the reporter to the Fort Monroe Public Affairs Office (788-3206/3207) if the questions being asked are outside your realm of expertise. Furthermore, if you are interviewed by external media, please advise post PAO at your earliest convenience.

This fact sheet was produced by the Fort Monroe Public Affairs Office